Bridges

UNIVERSITY OF PITTSBURGH
SCHOOL OF SOCIAL WORK

MAGAZINE FALL 2016



BROKEN:
RACE AND POLICE RELATIONS

Bridges

Bridges is the University of Pittsburgh School of Social Work magazine. We selected the name *Bridges* largely because of its symbolism. The term provides an important metaphor for both our profession and our school. Social work is a profession that has, as part of its mission, the goal of building and sustaining bridges among individuals, families, groups, neighborhoods, and communities, and we felt that the title *Bridges* captured this part of our professional mission. At the same time, the city of Pittsburgh has more than 450 bridges, and Allegheny County has almost 2,000, suggesting an uncompromising desire of the city's inhabitants to remain connected with one another. In keeping with this heritage, it is the school's goal to sustain and build bridges among those needing social work services; our students, alumni, faculty, and staff; the community; and corporate and governmental partners. We believe that the information in this magazine is an important way to achieve this goal.

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Cover photo © ELIJAH NOUVELAGE/Getty Images

Protesters face off following a Staten Island, New York, grand jury's decision not to indict a police officer in the chokehold death of Eric Garner on December 3, 2014, in Oakland, California.

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Greetings, alumni and friends,

I would like to welcome you to the fall issue of *Bridges*. Fall is always an exciting time for universities. The new students come to campus eager to get started, and returning students come back eager to continue their education. But while these are exciting times, they also are challenging times. Students are sometimes faced with economic hurdles, but the good news is that upon graduating, the vast majority are employed quickly. More than ever, the skills taught in schools of social work are sorely needed. By almost any standard, our students are needed to address the many social problems facing our society.

It was not our intent to have another issue that addressed racial problems in America again so soon, but the topic remains such a volatile one. Earlier this year, when we started planning this issue, we knew that there would likely be more confrontations involving young African American males and the police. However, it is surprising that the incidents are so numerous, causing protests and unrest throughout the country. As the father to three young men, I am acutely aware of the dangers they face in our society, but it is only by shining a light on social problems that we will find solutions to them.

Clearly, our society is struggling with both racial and economic inequities. Social workers are better situated than most professionals to assist our society with the amelioration of these difficulties. As you will note from this issue of *Bridges*, many of our colleagues and graduates are on the front lines of this struggle.

I am proud that the Center on Race and Social Problems is among those taking an active role in helping to find solutions. This summer, the center hosted the City of Pittsburgh's chief of police at a Summer Institute focused on building long-term relationships between the police and the communities they serve. The Child Welfare Education and Research Programs also hosted an excellent Summer Institute on race and child welfare. In addition, we hosted an educational institute this past summer. Each of these institutes was a huge success. In fact, it is the connections that the center and school have forged that make each an ideal host for such events, and this issue highlights some of those community connections as well as the exceptional community outreach of our students, faculty, and alumni.

As this issue points out, we are extremely proud that the late Dean David E. Epperson was inducted into the National YMCA Hall of Fame. Epperson's commitment to the Pittsburgh community is legendary, and we are honored to continue his work. Other members of our community also are making an impact, including alumnus Dan'Talisha Deans (MSW '12), whose education and talents have taken her all the way to the White House. It is her commitment to social justice, collaboration, and community engagement that make her such an outstanding example of what social workers can accomplish.

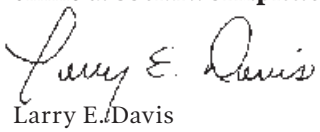
As you will note highlighted in this issue, John Wallace Jr. and James Huguley are leading an exciting new initiative called Pitt-Assisted Communities & Schools that unites the extensive resources of the University of Pittsburgh with the Homewood neighborhood's schools, families, and children in need.



This fall, the school welcomed two new faculty members: Lecturer Toya Jones and Assistant Professor Darren Whitfield. As our research grows, so, too, does the need for research staff, and so we welcomed Kelsey Cowles as a research assistant and Taylor Nichols as a research specialist.

As some of you perhaps are already aware, the school will celebrate its centennial year in 2018. We are in the early phase of planning for this celebration. Those of you who have memorabilia that you think would be interesting to highlight may want to contact us about a possible presentation of your items.

We always look forward to hosting friends and alumni for both our center and school speaker series. Please join us for lunch, networking, and a spirited discussion of the critical issues facing America today. And, of course, you can always visit us online at **socialwork.pitt.edu.**



Larry E. Davis
Dean and
Donald M. Henderson Professor

WELCOME, NEW STAFF



KELSEY COWLES



TAYLOR NICHOLS

KELSEY COWLES is a new research assistant.

TAYLOR NICHOLS is a new research specialist.

NEW FACULTY



TOYA JONES



DARREN WHITFIELD

TOYA JONES has been appointed a lecturer.

DARREN WHITFIELD has been appointed an assistant professor.

2016–17 SPEAKER SERIES

All lectures are from noon to 1:30 p.m. in the School of Social Work Conference Center, 2017 Cathedral of Learning. Lunch will be provided; registration is not required.

SCHOOL OF SOCIAL WORK SPEAKER SERIES

THURSDAY, SEPTEMBER 29, 2016
"What Does Prevention Look Like?"
PATRICIA M. MARTIN, Presiding Judge, Child Protection Division, Circuit Court of Cook County, Ill.

WEDNESDAY, OCTOBER 12, 2016
Raymond R. Webb Jr. Lecture
"Are Children and Women for Sale? Yes, and It's a $150 Billion Industry"
NOËL BUSCH-ARMENDARIZ, Professor; Associate Dean for Research; and Director, Institute on Domestic Violence and Sexual Assault, University of Texas at Austin School of Social Work

THURSDAY, DECEMBER 1, 2016
"Understanding Collaboration from the Ground Up to Advance Evidence-based Practices"
BRIAN SCHREIBER, President and CEO, Jewish Community Center of Greater Pittsburgh

WEDNESDAY, FEBRUARY 22, 2017
Sidney A. Teller Lecture
"Radical Love in an Age of Racial Oppression: Social Work, Social Change, and the Politics of Unflinching Inclusivity"
JOHN L. JACKSON JR., Dean, University of Pennsylvania School of Social Policy & Practice

TUESDAY, MARCH 14, 2017
WORLD SOCIAL WORK DAY LECTURE
"The 'Greening' of Social Work: Striving for Environmental Justice"
MICHAEL S. CRONIN, Associate Professor and Coordinator, Concentration in International and Community Development, Monmouth University School of Social Work

CENTER ON RACE AND SOCIAL PROBLEMS BUCHANAN INGERSOLL & ROONEY PC FALL 2016 SPEAKER SERIES

THURSDAY, SEPTEMBER 20, 2016
"Why Diversity Programs Don't Work"
FRANK DOBBIN, Professor of Sociology, Harvard University

WEDNESDAY, OCTOBER 19, 2016
"Residential Segregation: What Are the Remedies?"
RICHARD ROTHSTEIN, Research Associate, Economic Policy Institute

TUESDAY, NOVEMBER 8, 2016
"Race and Gender in the Police: Beyond the Blue Uniform"
MAURITA BRYANT, Assistant Superintendent, Allegheny County Police

TUESDAY, DECEMBER 6, 2016
"Just Discipline and the School-to-Prison Pipeline in Greater Pittsburgh: Local Challenges and Promising Solutions"
JAMES HUGULEY, Assistant Professor, University of Pittsburgh School of Social Work

AFTERNOON OF RECOGNITION

The School of Social Work's Afternoon of Recognition was held on Sunday, May 1, 2016. The keynote address was given by **Thomas VanKirk**, executive vice president and chief legal counsel for Highmark Inc. VanKirk serves as chair of the School of Social Work Board of Visitors.



Thomas VanKirk



Graduates of the School of Social Work

ANNUAL BOARD OF VISITORS MEETING

The annual Board of Visitors dinner and meeting were held on May 5 and 6, 2016. Attendees are pictured at right.

Attending the Board of Visitors dinner on May 5, 2016, were (top photo, left to right) Dean Larry E. Davis, James Browne, Alan Momeyer, Stephen Paschall, James McDonald, Vice Provost Alberta Sbragia, Marc Cherna, James Roddey, and Basil Cox.

Attending the Board of Visitors meeting on May 6, 2016, were (bottom photo, left to right) Cherna, Browne, Momeyer, Paschall, Shanti Khinduka, Cox, Eric Springer, Sbragia, Doris Carson Williams, Joy Starzl, McDonald, Estelle Comay, and Davis.





PROGRAM HIGHLIGHTS

BASW Program



Pictured left to right: Rhonda Strozier, Sarah Freedman, Lily Starr, and Angelica Walker

2016 SUMMER RESEARCH FELLOWSHIP

Bachelor of Arts in Social Work (BASW) students **Rhonda Strozier**, **Sarah Freedman**, **Lily Starr**, **Angelica Walker**, and **Claire Dempsey** (not pictured) were selected to participate in the 2016 Summer Research Fellowship. Paired with research-engaged faculty members from the School of Social Work, these emerging scholars are working to support research on child welfare interventions, the strengths of and challenges facing African American female adolescents, racial diversity in higher education STEM (science, technology, engineering, and math) fields, public school desegregation, and full-service community schools. ■



PROGRAM HIGHLIGHTS

MSW Program

The Master of Social Work (MSW) program celebrated 127 new MSW graduates at a commencement ceremony at Soldiers & Sailors Memorial Hall & Museum on May 1, 2016. Twenty-three graduates completed the requirements for the Community, Organization, and Social Action (COSA) track, and 104 graduates did so for the Direct Practice with Individuals, Families, and Small Groups track. In June, another three students graduated with their MSW degrees, and in August, 21 students graduated. We applaud their accomplishments and wish them strength and courage as they tackle many of society's most intransigent problems.

We have welcomed an incoming class of 227 registered students, including eight hailing from China, Nigeria, or Israel. Eighteen percent of our incoming students have chosen our COSA concentration. We also welcomed two new full-time and six new part-time faculty members.

We are pleased to announce the launch of the new joint degree option: a Master of Social Work and a Master of Business Administration from Pitt's Joseph M. Katz Graduate School of Business. Faced with an increasingly competitive, commercialized, and entrepreneurial market, nonprofit organizations are beginning to emulate the management methods and paradigms practiced by for-profit companies. The MSW/MBA joint degree program is designed to provide students with a unique combination of social work knowledge and skills as well as exceptional strength in management-level decision making and leadership. Professor Hidenori Yamatani will coordinate this joint degree program, which will initially be open to COSA students only, although plans are under way to eventually include Direct Practice students as well. The first class of the joint degree program will begin in fall 2017. ■

PhD Program

The Doctor of Philosophy program had an eventful spring and summer that featured a leadership change, as Christina Newhill stepped down and Jeffrey Shook was appointed program director. We are very grateful for the leadership Newhill has provided over the years.

Our students continue to be productive, and we have an excellent group of emerging scholars. They continue to publish and represent the School of Social Work at national conferences and meetings. In the spring, two students, Courtney Queen and Janice McCall, successfully defended their dissertations. Queen currently is working at the U.S. Department of Homeland Security, and McCall has started a postdoctoral program at the VA Pittsburgh Healthcare System. We wish both of them the best of luck.

The doctoral program is very excited to welcome five new students this year. Kate Levine-Freedman, Christina Ramos, Kess Ballentine, Kristen MacKenzie and Haeran Song began their journey with us this fall, and we look forward to watching them develop as scholars and teachers. ■



CONGRATULATIONS, DOCTORAL GRADUATES!

LAUREN ELIZABETH BISHOP FITZPATRICK (MSW '11, PHD '15)

CHEREESE MAKALIS PHILLIPS (PHD '15)

JANICE DAISY CHO McCALL (PHD '16)

NGOC NGUYEN NGUYEN (PHD '15)

AMANDA EGNER HUNSAKER (MSW '11, PHD '16)

HYUN A. SONG (PHD '16)

DAN'TALISHA DEANS FOLLOWS HER DREAMS TO THE WHITE HOUSE

Two dreams have come true for Dan'Talisha Deans (MSW '12). One was to meet President Barack Obama while he is still in office. The other was to be accepted to the highly competitive Presidential Management Fellows (PMF) Program, an entry-level leadership development initiative for graduate students administered by the U.S. Office of Personnel Management in Washington, D.C.

Both dreams were realized in tandem. Deans met Obama while working as a Presidential Management fellow at the U.S. Department of Housing and Urban Development (HUD) as a member of the Performance Management Office within the Office of the Chief Human Capital Officer from June 2014 to June 2016. Less than 10 percent of the approximately 7,000 applicants were selected for Deans' PMF cohort.

During her appointment, Deans developed the performance management portion of the agency's new employee orientation and currently serves as its key facilitator. She also played a significant role in HUD's employee engagement efforts, serving as the agency's employee engagement point of contact for the Office of Personnel Management. In addition, she served six months on the leadership development team with the White House Office of Presidential Personnel.

Deans was an undergraduate studying social work at Alabama A&M University when she first heard about the PMF Program for grad students. After graduating, she enrolled at the University of Pittsburgh School of Social Work and earned a master's degree in social work with an emphasis on community organizing and social administration (now known as COSA, or Community, Organization, and Social Action) as well as a Certificate in Human Services Management. She then went to work as a project coordinator for the University's Center on Race and Social Problems.

While at Pitt, she applied to the PMF Program with the backing of Keith Caldwell, director of the BASW program; Tracy Soska, her advisor and chair of the COSA concentration; and Dean Larry E. Davis.

"Her work as a student and a student leader, along with her interest in policy practice, made her an ideal and strong candidate," says Soska, who worked closely with Deans as a mentor on social policy and advocacy issues. He notes that her peers selected her to serve as president of the school's Student Executive Council and that she interned with the Idaho chapter of the National Association of Social Workers during a term of study there.

Deans, 26, now works as a management analyst in HUD's Performance Management Office in the Office of the Chief Human Capital Officer. She says that her early professional experiences inside the Beltway have taught her a great deal.

"I've learned that it is important to understand one's organizational culture, especially when it comes to getting things done," she says. "This is probably true for all sectors but especially in government, because there are often many key stakeholders involved in the decision-making process."





Dan'Talisha Deans in front of the White House (top) and with White House dogs Bo and Sunny.

While in the program, Deans founded a PMF council at HUD, where she learned how to navigate governmental bureaucracy. Her Pitt education, she adds, has been a "tremendous" help.

"My social work training and curriculum focused on human resource management; effectively working with communities, organizations, and individuals; building capacity; and social policy, to name just a few [areas]. These have all prepared me for the work I do and have done in government."

Soska says that Deans is an outstanding social work role model who he sees contributing to the field's priority to advance policy practice for all social workers and social work students. She "exemplifies the reemergence of social workers in the policy arena," he says.

"She carries herself very well; conveys a strong sense of responsibility; takes initiative; and demonstrates many of the intangibles of charisma, grace, and personal strength of self and convictions that one looks for in emerging leaders." ■

LATE DEAN DAVID E. EPPERSON INDUCTED INTO NATIONAL YMCA HALL OF FAME

A dedicated leader of the Pittsburgh community and worldwide ambassador of the YMCA, the late David E. Epperson has earned a place in the National YMCA Hall of Fame at Springfield College. Epperson's contributions to the YMCA movement were recognized during an induction ceremony on July 16 at the General Assembly of YMCAs in Kansas City, Mo.

"In all my years with the YMCA, I have not met anyone with more dedication to the YMCA's mission than David Epperson," said Kevin Bolding, president and chief executive officer of the YMCA of Greater Pittsburgh. "He devoted more than 50 years of service to the YMCA and inspired several generations of young people from the Hill District to Hong Kong to live healthy lives dedicated to serving their communities. For all he did to further the YMCA's work in Pittsburgh and in all corners of the world, he deeply deserves recognition in the YMCA Hall of Fame."

The National YMCA Hall of Fame honors YMCA professionals and volunteers who exemplify a lifetime of commitment to the mission and cause of the YMCA. It honors individual leaders who have devoted their lives to strengthening the community by nurturing the people around them and helping them improve their bodies, minds, and spirits.

"One of Dr. Epperson's enduring legacies is the inclusion and sense of belonging that he helped to grow at YMCAs in the United States and around the world," said Kevin Washington, president and CEO, YMCA of the USA. "Whether reaching out to college students, the African American community, or rural areas of Asia and Africa, he worked to ensure that everyone felt welcomed at the YMCA and that their contributions were valued. He merits induction into our Hall of Fame not only for the work he did personally to further the Y's mission but also for his ability to mobilize people worldwide to work together to strengthen their communities."

Epperson first experienced the YMCA community as a student at the University of Pittsburgh in 1954, when he attended "freshman camp" at Camp Kon-O-Kwee Spencer in Beaver County, Pa. After a four-year stint in the U.S. Air Force, he returned to the University of Pittsburgh and began working part time at the Centre Avenue YMCA in Pittsburgh's Hill District. He proceeded to become president of the University of Pittsburgh Student YMCA and the National Student YMCA.

After graduating with a bachelor's degree in political science, he continued his education, earning master's degrees in social work and international relations and a PhD in political science and public policy, all at the University of Pittsburgh, where he eventually made his career. Beloved by his students and colleagues, Epperson served as dean of the University of Pittsburgh's School of Social Work for 29 years, making him the longest-serving dean in the University's history. He retired in 2001, serving as dean emeritus and professor emeritus until his death in 2011 at the age of 76.

"I knew Dave as a colleague, a neighbor, a friend, and a fellow servant of the YMCA," said Leon L. Haley, professor emeritus at the University of Pittsburgh and author of *A Citadel of Hope: The Centre Avenue YMCA*. "He had three passions in life: his faith and service to the church; his wife and daughters and, by extension, a love of teaching all children; and his love of the YMCA, which lasted from his first day of his freshman year at college until the last day of his life. He not only supported the YMCA's values of respect, responsibility, honesty, and caring but lived them out in every facet of his life each day."

While Epperson's devotion to the Pittsburgh community was unwavering, he also worked hard to spread the YMCA's mission globally. During college, he volunteered at the YMCA's Buildings of Brotherhood Work Camp in Turkey. After he graduated, he became the first African American World Service worker with the Chinese YMCA in Hong Kong. In 1991, he joined the Y-USA's International Committee, which he served twice as chair of the committee and 15 years as chair of the committee's Office for Africa. He was also a delegate to nine World Council meetings and served on the World Alliance Executive Committee.

"The YMCA has never had an ambassador that was so well known and well liked nationally and internationally as Dave," said Julius



Jones, executive director of the YMCA of Greater Pittsburgh from 1979 to 2003. "No matter where we traveled in the world, people knew him as a man who would do anything to ease the burden of another. He was the kind of person who would promise a village in Kenya that he would raise money to dig a well for clean drinking water and come back with the resources to dig 500 wells across the country."

At home in Pittsburgh, Epperson volunteered with the YMCA of Greater Pittsburgh and served on its Board of Directors, including as board chair, for more than 50 years. He also served on the Y-USA Board of Directors from 1998 to 2007 and was the first African American board chair of Y-USA. During his time as national chair, he emphasized diversity and inclusion initiatives and expanding the YMCA's public policy role in Washington, D.C.

"Dr. Epperson made a lifelong impact on the YMCA at the local, national, and international levels," said Eric Mann, current president and CEO of the YMCA of Florida's First Coast and former CEO of the YMCA of Greater Pittsburgh. "His leadership and mentorship of young people was a beacon of hope among the African American community. Many of us grew up wanting to be like him, hoping we could someday emulate his tremendous impact on the world through his work with the YMCA." ■

ABOUT THE YMCA

The YMCA is the nation's leading nonprofit committed to strengthening communities through youth development, healthy living, and social responsibility. The YMCA of Greater Pittsburgh is a 501(c)(3) charitable organization dedicated to nurturing the potential of every youth and teen, improving the community's health and well-being, and providing opportunities to give back and support our neighbors. Programs offered by the YMCA of Greater Pittsburgh serve more than 90,000 different people each year and include after-school care and childcare, outdoor camping, community outreach, sports, health and fitness, youth counseling, and senior assistance. Every day, the Y works side by side with its neighbors to ensure that everyone, regardless of age, income, or background, has the opportunity to learn, grow, and thrive.



BROKEN:

RACE AND POLICE RELATIONS

Tackling the Increasing Violence Between Black Citizens and Law Enforcement Starts with Asking "Why?"

by LaMont Jones Jr.



In the opening moments of Beyoncé's performance at the MTV Video Music Awards on August 28, gunshots sounded as angels collapsed in pools of blood. Earlier, the popular Black singer and actress had walked the event's red carpet with the mothers of four Black males from across the country who had died as a result of handgun violence, three at the hands of police.

Around the same time, NFL quarterback Colin Kaepernick, who has worn socks depicting cops as pigs, stirred controversy by refusing to stand as the national anthem was played before preseason games. The San Francisco 49ers quarterback has said that his protest will be ongoing to highlight issues such as racial inequality and police brutality.

The social activism of both drew praise from some quarters and criticism from others and fueled the anger and division that increasingly characterize the relationship between law enforcement and Black communities. The public posturing comes at a time when the number of civilians killed by police has risen dramatically and the incidences of police killed by civilians, some of them retaliatory, have seen an alarming increase.

"I feel like the time bomb has gone off," says La'Tasha Mayes, cofounder and executive director of New Voices Pittsburgh, a 12-year-old advocacy group that occasionally works with the Black Lives Matter movement. "There is no more putting out the sparks. This is a state of emergency."

Tension between law enforcement and Black communities has not been this high since the height of the civil rights movement in the 1960s, not even in the federal war on drugs during its peak in the 1980s and 1990s. And in an increasingly hostile social environment, the hot-button issue of race and policing creates opportunities for which social workers are uniquely qualified.

"For us, it's part of our total commitment to justice. It's a social justice issue," says Larry E. Davis, dean of the University of Pittsburgh School of Social Work and director of its Center on Race and Social Problems. "We attempt to alleviate the injustices we see. We want to make sure that people in all communities are treated fairly as citizens. When someone is not, that runs counter to the position and goals of social work."

Social workers can play a critical role in repairing the breach, acknowledges Darrel Stephens, a law enforcement veteran of nearly 50 years and executive director of the Major Cities Chiefs Association, a nonprofit professional organization. "They frequently are dealing with families in crisis and children who may have witnessed violence



"I feel like the time bomb has gone off. There is no more putting out the sparks. This is a state of emergency."

La'Tasha Mayes, cofounder and executive director of New Voices Pittsburgh

or have been subjected to abuse," says Stephens. "Partnerships with the police can improve the overall government response to these tragedies and contribute to better relationships."

The situation may get worse before it gets better. In Texas, for example, five Dallas police officers were killed and seven others were injured by sniper fire as they policed a protest march on July 7. The young Black male accused of shooting them, who ultimately was killed during the incident by a police robot explosive, said when confronted that he was unhappy about police shootings. A few weeks later, Dallas police were fired on again when they answered a call about shots being fired—an apparent ambush.

Typically, high-profile civilian deaths at the hands of police are Black males killed by White male officers. In recent cases involving attacks on police, the officers have typically been White and the shooters Black. The two-directional violence is evidence of a relationship between police and the public, specifically communities of color, that is "broken and often laced with suspicion," says Pitt School of Law professor David Harris, who has researched and written about race and policing issues. "When you don't trust and can't talk to each other, when you don't have a way of trusting each other so you can work together, things go wrong in a hurry."

And they have. This year is on track to break a record for fatal attacks on police by civilians. Between January and early August, compared to the same period in 2015, there was an 84 percent increase in the number of police officers killed by gunfire in the line of duty, according to the nonprofit Officer Down Memorial Page, Inc.

The increased attacks on police, perhaps unprecedented in U.S. history, are "horrible incidents that strike at the heart of our democracy," says Stephens. "I understand the tension that exists between police and the African American community, but violence toward police must be condemned—just as excessive force by police should be."

The uptick in deadly civilian-police encounters, particularly attacks against police, has put the public on edge—and awakened a sleeping giant. Retired NBA superstar Michael Jordan, who has always avoided speaking out on controversial topics, issued a statement in late July saying that he could "no longer stay silent. ...

"I have been deeply troubled by the deaths of African-Americans at the hands of law enforcement and angered by the cowardly and hateful targeting and killing of police officers," his statement said, in part. "We need to find solutions that ensure people of color receive fair and equal treatment AND that police officers—who put their lives on the line every day to protect us all—are respected and supported."

Jordan pledged $1 million each to the NAACP Legal Defense and Educational Fund, Inc., and the Institute for Community-Police Relations, an initiative of the International Association of Chiefs of Police. His hope that "we all work together" to mend police-community relations echoed a statement by another Black man, whose police beating 25 years ago in California created a national furor.

Following a high-speed chase on March 3, 1991, four Los Angeles, Calif., police officers pulled the unarmed 25-year-old Rodney King out of his car and inflicted injuries that included a broken ankle and 11 skull fractures. An amateur photographer witnessed the incident and sent 81 seconds of grainy video footage to a local TV station, igniting international

"We need to find solutions that ensure people of color receive fair and equal treatment AND that police officers–who put their lives on the line every day to protect us all–are respected and supported."

Michael Jordan, retired NBA superstar

outcry. Three of the four officers were acquitted the following year; the jury couldn't agree on charges against the fourth officer involved. The acquittals set off fiery riots across Los Angeles—and protests elsewhere in the nation—that left more than 50 people dead, more than 2,000 injured, and about $1 billion in property damage.

King, who pleaded "Can we all get along?" in an on-camera appeal to stop the rioting, sued the City of Los Angeles and ultimately won a multi-million-dollar judgment. Decades later, police and many communities of color are still struggling with how to get along.

One reason, suggests Davis, is that dialogue tends to be sensitive because it is largely a Black-White issue. "The police have historically been White and continue to be White, and Blacks have been the ones, mainly, who have suffered the majority of injustices or aggressions from police. White America views police as guardians—in some respects guardians from Black people. Police have had to enforce and uphold historically unjust laws to keep Black people contained, so police are in a tough spot."

Harris traces the roots of mutual mistrust back to slavery, when many of the first police forces began as slave patrols. "They were deputized groups that could hunt down slaves and interrogate them and ask to see their passes. They enforced rules against slaves such as no reading."

Criminal law—through the pre-Civil War Slave Codes, the post-Civil War Black Codes, and the subsequent Jim Crow laws—was used as a form of social control over both free and enslaved Blacks, notes William M. Carter Jr., dean of Pitt's School of Law. "The law and law enforcement practices have been heavily racialized since the founding of the country," says Carter, who has researched and written about historical and contemporary constitutional and civil rights issues.

> "When we talk about [police] and what we expect of them ... One is for them to obey the law as they enforce the law. It's simply not acceptable for those whose job is to enforce the law not to follow it, even if that is deemed by some people as for some greater purpose."
>
> **David Harris**, Pitt School of Law professor



That legacy of the racialization of crime and criminalization of race continued to influence policing in the 1960s, when departments were ordered to enforce anti-Black practices in the North and de jure segregation in the South, says Harris. "At sit-ins, restaurant managers didn't arrest protesters; police did. When African American people tried to sign up and vote, the registrar didn't attack them with dogs and water hoses; police did."

James P. Huguley, an assistant professor in the School of Social Work, says that the grim situation today can be better understood in the historical context of Black subjugation.

"Many police forces in the U.S. have been a mechanism by which the racial order could be maintained," he says, "and Black populations could be kept in check as desired by the larger community and society. Blacks have been experiencing oppression from police forces perpetually in the U.S., and only now, in the social media era, is the world able to witness it in real time."

Law enforcement perpetuates injustice against Black communities through several structural mechanisms, including a system of mass incarceration "that incentivizes arrests and prosecutions for nonviolent offenses," says Huguley. And because Black and Latino populations "have less political clout and are overrepresented in lower economic communities," he adds, "they tend to be disproportionately and unjustly targeted by police forces seeking to justify the economic investments in them.

"In fact, [Black and Latino populations] have been disproportionately targeted by the drug war, despite the fact that drug use and sale numbers are comparable across groups. In addition to the economic mechanisms, long-standing skewed media portrayals of Blacks have reinforced the notion that they are, as a group, more dangerous and criminal and thus worthy of greater police attention."

Mayes echoes the frustration of many Blacks with her assertion that "the mere presence of Black people incites fear in the minds and hearts of officers, regardless of race, and is a sentence to death in an encounter with police." She suspects that most Black people share experiences with law enforcement that are similar to hers, in which she was "fraught with fear for my life."

It's a fear that often is passed from generation to generation. Huguley notes that many Black parents have a serious conversation with their children, especially boys, about how to conduct themselves with police.

"They unfortunately have to communicate proactively to their children that their rights may be violated and that they may not receive the benefit of the doubt from many officers and, in these instances, that it may be necessary

to obey unjust directives from police," says Huguley. "At the same time, I hear Black parents trying to be clear that their children shouldn't hate all police and that there are many good ones. It is a tough balance for families, trying to promote a cautious respect for law enforcement when so many examples of unjust and deadly practices are now being captured so often in the social media age."

Race complicates the conversation when a Black civilian dies at the hands of a White officer. The officer typically gets labeled a racist, a charge that inflames passions and can deny the complexity of the issue.

"I definitely do not think all or most police bring overt racist perspectives to their work," says Huguley. "However, issues like selective surveillance and monitoring of communities of color and reinforced stereotypes in our society are structural issues that make justice in policing a very troubling problem for Black and Brown people in the U.S. Many of these tragic, racially influenced events that we see ... reflect the subtle and subconscious ways our society trains us to understand race and how it can impact a sudden life-or-death decision. And the science is there for us to get better at those momentary decisions."

Part of the solution is for everyone to become aware of his or her own unconscious and implicit racial biases. "Our culture has historically treated Blackness as a signal of potential danger and of inherent propensity for criminality," says Carter.

When negative unconscious or implicit racial biases are enabled by or reflected in laws, public policy, police training, and procedures —for example, racial profiling— the chances of violent or deadly conflict increase.

"If you have an embedded set of unconscious assumptions and biases, as we all do, such as perceiving Blacks as being more threatening or more likely to be engaged in criminal behavior and are put in a high-stress situation, such as a police-citizen encounter, [then] that is when those implicit biases tend to manifest and therefore to make it more likely that an encounter may escalate or be perceived by the citizen as influenced by his or her race," says Carter.

Because it's unlikely that an untrained average police officer has more or less implicit bias than the average citizen, Carter says, it is important for police departments to provide officers with the tools and training to recognize and interrupt implicit bias.

"There is no reason to think that, absent such training, the average police officer would necessarily be better than the rest of us at knowing what his or her implicit biases even are, let alone knowing how to prevent those biases from affecting their investigatory practices or encounters with citizens," says Carter. "Studies have shown, however, that when provided with such training, police officers do substantially better than the average citizen in recognizing implicit bias and avoiding it affecting their behavior."

Still, police are sworn to uphold the law regardless of the intensity of an encounter, says Harris.

"When we talk about [police] and what we expect of them, people are looking for two things," Harris says. "One is for them to obey the law as they enforce the law. It's simply not acceptable for those whose job is to enforce the law not to follow it, even if that is deemed by some people as for some greater purpose. The other part is [that] people understand whether they are being treated fairly and equally. There is very good empirical evidence that if you treat people fairly, if you treat them with equality and with respect, they will view police as a legitimate force for good and they will be more likely to obey the law. Of course, the opposite is true, too. If people feel that the police do not treat them fairly, do not treat them with respect and equality, they consider the police authority to be illegitimate, and they are less likely to follow the law."

The law itself may be problematic because it provides more protection to police than to ordinary citizens.

"Sometimes use of deadly force is questionable," says Harris. "That law should be properly calibrated. It should be reasonable and necessary to take a life. That's not the law right now. Current law says a cop can use deadly force if it is reasonable in his or her eyes. Some states have additional conditions, but this is basic constitutional law. Some are saying maybe there should be stricter laws with stricter training."

Carter agrees, noting that U.S. Supreme Court case law—"through legal doctrines of immunity, standards of proof, and standards of pleading in civil cases—makes it tremendously difficult to successfully litigate a claim of racially biased law enforcement practices unless there is explicit proof that the officer purposely intended to act in a racially biased manner, which of course completely discounts the existence of implicit bias influencing officers in ways they may not even recognize."

Because the case law makes succeeding on such claims so difficult and claimants' successes are so infrequent, "the law doesn't impose much of a cost for departments that fail to train officers effectively in these issues," Carter says. "The departments therefore have little external legal incentive to change current practices and behavior. Change therefore has to come from the inside."

Many cities, including Pittsburgh in 1997, have signed consent decrees with the federal government to diversify their police ranks by race and gender to avoid litigation over

practices and patterns of civil rights violations. Although in many cases the agreements have helped, some critics say that the fractious relationship between police and Black communities can be repaired only when racism is eradicated.

"As long as there is anti-Black racism, police-community relations will never be possible, let alone healthy," says Mayes.

Some see progress in the intentional work done by progressive police departments in terms of community policing and problem solving.

"Police have been investing in training in procedural justice, implicit bias, and crisis intervention, which helps them de-escalate encounters and improve the way they are handled," notes Stephens. Citizens, he says, need to "open their hearts and minds and not engage in stereotyping of police. The community must also begin to accept responsibility for its role in neighborhood safety. Police officers need to understand the importance of each and every one of their interactions with the public. They must not violate a person's dignity in their encounters."

Social workers who interact routinely with police and the public are in a unique position to influence those relationships. However, the direct involvement of social workers in community organizing and public policy has decreased over the years. At many universities that offer social work degrees, only a small percentage of graduates choose to work in macro practice, the arena that encompasses advocacy and community organizing around policy issues such as police-community relations.

At Pitt over the last five years, between 15 and 20 percent of social work students have focused on macro practice, says Tracy Soska, an assistant professor of social work and chair of the MSW program's Community, Organization, and Social Action concentration. He's also a national leader in an industry initiative called the Special Commission to Advance Macro Practice in Social Work.

"Our goal is to see that through our schools of social work, 20 percent of all students are in macro practice so that we can again exert our leadership of the policies, programs, and organizations that employ social workers—once our domain," says Soska. "Our school has never wavered in being a leading macro practice school, and our student population has been at or close to the 20 percent goal for as long as I remember."

Social workers are vital to the discussion because they are trained to take a systems perspective approach that helps stakeholders to solve problems. They also "make good mediators because of how they approach social problems on both micro and macro levels," says Soska.

Experts agree that a return to community policing is a huge step in the right direction.

"When police are known by community members and have a vested interest in the success of that community's people, and are not just there for arrest numbers or military-style occupation, then treating people humanely is much more likely to be the norm," says Huguley. "Also, training in implicit biases—subconscious racism and its impact—can be very powerful in helping people acknowledge how race impacts their practice in unforeseen and unintentional ways."

Harris recommends reforming the rules for the use of force and changes in police training and policy that promote de-escalation "rather than a model of control and obedience. Too often, policing is focused on a war mentality and getting compliance over all other things in every encounter—or your life is in danger. That has to change. We're talking about community policing, a shared responsibility for coming up with goals of policing in any particular place." ■

"When police are known by community members and have a vested interest in the success of that community's people, and are not just there for arrest numbers or military-style occupation, then treating people humanely is much more likely to be the norm."

James Huguley, assistant professor, School of Social Work



A Message from the Office of Development



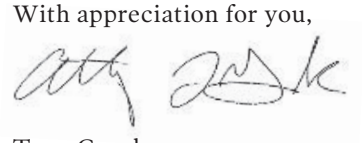
It is no secret that the University of Pittsburgh School of Social Work is proud of its top-10 ranking in the latest *U.S. News & World Report* rankings of social work graduate programs. We would like to give credit where credit is due. We must thank our faculty for their scholarly research and teaching expertise. We must thank our staff for administering cutting-edge programmatic work. We must thank our students for their innovation, energy, and drive. And, perhaps most fittingly, we must thank you.

As alumni, you have taken your Pitt Social Work education into the world to make it better. You are practitioners, organizers, leaders, and changemakers. You are helping to solve complex social problems, ensuring that those without a voice are heard. You are making a difference in the communities you serve—where you live, work, and play. Your success has raised the profile and image of Pitt Social Work, and for that, we are both grateful and proud. You have helped us to become a top-10 school, a school that is sought out by the next generation of social work leaders. You have challenged us to be better and to have impact in our work. Thank you for making the school great!

Tell us what Pitt Social Work means to you. I invite your comments via e-mail (gtony@pitt.edu) or phone (412-624-8604). We really want to know what you've been up to since your time here. We want to hear your Pitt story and learn how that story has shaped your many achievements.

Simply put, we couldn't be the top-10 school we are today without you. Thank you!

With appreciation for you,



Tony Gacek
Director of Constituent Relations
412-624-8604
gtony@pitt.edu

DISTINGUISHED ALUMNUS RECEIVES LIFETIME ACHIEVEMENT AWARD

In June, School of Social Work alumnus **MICHAEL J. AUSTIN** (PhD '70) received the Chauncey Alexander Lifetime Achievement Award at the Network for Social Work Management Annual Management Conference awards luncheon.

The award was established in 1989 to honor the entire career of select social work managers. Chauncey Alexander was a beloved, energetic, high-performance professional—an accomplished social work manager grounded in rich social work tradition. His lifetime of social work management achievements represents a rich legacy that merits passing from one generation to the next.

Recipients reflect Alexander's passion and commitment to the social work profession and his drive for excellence. During the 27-year history of the award, there have been only nine recipients.

Austin is the Milton and Florence Krenz Mack Distinguished Professor of Nonprofit Management and director of the Mack Center on Nonprofit & Public Sector Management in the Human Services at the School of Social Welfare at the University of California, Berkeley. He is the former dean of the University of Pennsylvania School of Social Policy & Practice and teaches graduate students in the areas of nonprofit management and community planning. His areas of research include the social psychology of organizational role taking, building organizational knowledge-sharing systems to support evidence-informed practice, and expanding the methodologies of practice research.

Since 1992, he has served as staff director of the Bay Area Social Services Consortium, a collaborative with primary activities that include an applied research program, an executive development program, and a policy analysis/implementation program.

Since 2006, Austin also has served as staff director of the Bay Area Network of Nonprofit Human Service Agencies, and he recently published a Mack Center research report on pioneering nonprofit human service organizations.

His publications reflect a long-standing interest in the management of nonprofit and public sector organizations. He is the author or coauthor of more than 20 books, more than 100 articles, and numerous other reports. He serves as editor of *Human Service Organizations: Management, Leadership & Governance.*

In 2005, Austin received the Career Achievement Award from the Association for Community Organization and Social Administration. He is the only academic to be recognized by two leading national macro-social work practice organizations in which he has been active. Austin also has received the Distinguished Alumni Award for Social Work Education from the Pitt School of Social Work.

JOURNAL ARTICLES



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Helen Cahalane with Parry, C., "Evaluating Organizational Change in a Complex Agency Environment," 19th Annual National Human Services Training Evaluation Symposium, Berkeley, Calif., May 2016.

Continued on page 18

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Christina E. Newhill, "Perceptions by Clients with Cluster-B Personality Disorders as Compared to Their Clinicians in the Assessment of Emotion Regulation Problems and Self-harm"; with Eack, S.M., Bell, M.M., and Keshavan, M.S., "A Trans-diagnostic Comparison of Emotion Dysregulation in Mental Health: Implications for NIMH Research Domain Criteria"; and with Wei, K., "How Does Latino Threat Narrative Affect Mexican Americans' Psychological Distress?" SSWR 20th Annual Conference, Washington, D.C., January 2016.



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Mary E. Rauktis, " 'When You First Get There, You Wear Red': Youth Perceptions of Point and Level Systems in Group Home Care," SSWR 20th Annual Conference, January 2016.



Tracy M. Soska, "Social Work Management as a Catalyst for University-Community Engagement," and with Homan, M.B., "Issues and Challenges for Managing Today's Community-based Organizations," Network for Social Work Management 27th Annual Conference, Los Angeles, Calif., June 2016.

Fengyan Tang, "Late-life Well-being in Family and Neighborhood Contexts in Older Chinese Americans," and with Chang, I., and Dong, X., "Psychological Well-being of Grandparents Caring for Grandchildren" and "Sense of Community and Older Adults' Well-being," Gerontological Society of America Annual Scientific Meeting, Orlando, Fla., November 2015.

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Michael Byers, "The Pennsylvania Child Welfare Resource Center," testimony presented before the Pennsylvania House of Representatives Children & Youth Committee, Mechanicsburg, Pa., May 16, 2016.

Helen Cahalane, "Child Welfare Professional Education and Training," testimony presented at the congressional briefing Let's Improve the Child Welfare Outcomes: The Workforce Matters, Washington, D.C., June 28, 2016.

Cahalane, "Child Welfare Professional Education and Training," testimony presented before the Pennsylvania House of Representatives Children & Youth Committee, Mechanicsburg, Pa., May 16, 2016.

AWARDS/HONORS

Larry E. Davis was the recipient of the 2016 National Distinguished Social Work Leadership Award from the Touro College Graduate School of Social Work.

Shaun M. Eack, **Christina E. Newhill**, **Mary L. Ohmer**, and **Jeffrey J. Shook** were named fellows of the Society for Social Work and Research in 2016.

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Jessica A. Wojtalik with Hogarty, S.S., Cornelius, J.R., Phillips, M.L., Keshavan, M.S., Newhill, C.E., and Eack, S.M., "Cognitive Enhancement Therapy Improves Frontolimbic Regulation of Emotion in Alcohol and/or Cannabis Misusing Schizophrenia: A Preliminary Study," *Frontiers in Psychiatry*, 6: Article 186, 1–11, 2016.

PRESENTATIONS

James A. Kmett with Eack, S.M., "Characteristics of Sexual Abuse among Individuals with Severe Mental Illnesses" and "Childhood Sexual Abuse and Longitudinal Substance Use among Individuals with Severe Mental Illnesses," Society for Social Work and Research (SSWR) 20th Annual Conference, Washington, D.C., January 2016.

Marcus Poindexter, "Engaging Youth At-Risk in Summer Programming, Respecting Ethnic/Cultural Diversity & Differences" and "Managing Conflict while Maintaining Involvement with Youth & Families At-Risk," AmeriCorps, Nov. 15, 2015, and July 20, 2016, Pittsburgh, Pa.

Poindexter, "Explaining the Occurrence of 'Black-on-Black' Violence among Black Residents in the City of Pittsburgh," University of Pittsburgh Graduate School of Public Health, July 13, 2016, Pittsburgh, Pa.

Jessica A. Wojtalik with Eack, S.M., "Structural and Functional Neurobiological Correlates of Functional Outcome in Schizophrenia: A Systematic Review," and with Hogarty, S.S., Cornelius, J., Keshavan, M.S., Phillips, M., and Eack, S.M., "Cognitive Enhancement Therapy Improves Fronto-limbic Regulation of Emotion in Substance Misusing Schizophrenia," SSWR 20th Annual Conference, Washington, D.C., January 2016.

AWARDS

Rachel W. Goode received a predoctoral fellowship from the Provost Development Fund.

Valerie J. Hruschak received the Joseph and Helen Eaton Scholarship Award for the best single-author scholarly work.

Hruschak attended the North American Pain School (NAPS) in Montreal, Quebec, Canada, in June 2016. She was one of 30 trainees at the intensive five-day workshop led by NAPS faculty and six internationally recognized pain investigators from around the world.

Hruschak received a travel grant from the International Association for the Study of Pain (IASP) to attend and present a research poster at the IASP World Congress on Pain in Yokohama, Japan, in September 2016.

Hruschak received a Conference Travel Award to attend the Association for Medical Education and Research in Substance Abuse 40th Annual National Conference in Washington, D.C., in November 2016.

NEW LATINO GRADUATE STUDENT GROUP FOUNDED

DANIEL JACOBSON founded the first Latino graduate student group at the University of Pittsburgh. It is called the Latin American Graduate Organization of Students and is open to all graduate and professional students at Pitt.

FOR MORE INFORMATION, VISIT **pittlagos.wordpress.com** or **facebook.com/pittLAGOS**



Fall 2016 CRSP Update

SUMMER INSTITUTES

Three one-day Summer Institutes kept us busy at the Center on Race and Social Problems (CRSP) during June and July. Summer Institutes are topic- and issue-focused events that bring together academic researchers with practitioners, professionals, and community leaders who wish to enhance their knowledge of the subject at hand. CRSP is proud of the diversity of topics, issues, and audiences who attend our Summer Institutes, which form a key part of CRSP's mission to provide space for people to come together for collegial discussions on our society's most difficult and sensitive topics: race and social problems.

Full details of the three institutes we hosted this summer are available on our Web site, **crsp.pitt.edu**. The topics were ongoing racial disproportionality in the U.S. child welfare system, a community-oriented primer on police procedures to ensure justice and safety for both officers and community members, and the issue of racial disparities in higher education access and demographics. All three institutes featured both national and local speakers and drew a similarly diverse audience.



DISPROPORTIONALITY IN RACE AND CHILD WELFARE SUMMER INSTITUTE

(photo above, from left to right): Fred Wulczyn, Walter Smith, Chereese Phillips, Alan Dettlaff, Helen Cahalane, and Marc Cherna



PROCEDURAL JUSTICE FOR THE POLICE AND THE COMMUNITY

(photo at right, from left to right): Pittsburgh Police Chief Cameron McLay, John Wallace Jr., Kimberly Burke, Cristyn Zett, David Hickton, Jason Lando, and Jeff Upson



DIVERSITY AND RACIAL JUSTICE IN THE 21ST-CENTURY UNIVERSITY

(photo above, from left to right): Dean Larry E. Davis, Saleem Ghubril, Jason Lee, Kenyon Bonner, Kedra Ishop, Karina Chavez, Richard Reddick, Liliana Garces, and James Huguley





CRSP FELLOWS

2015–16 CRSP fellows (photo at left, from left to right): Detria Dixon, Malika Mason, Mary O'Hara, Lesley McCaskey, Sarah Nestlerode, Jasmine Beckwith, Vindya Reedy, and Monte Robinson

2016–17 CRSP fellows (photo at right, from left to right): Standing: Louisa Muniain, Rebecca Sherrill, Deirdra Bullock, and Amanda Dugan

Seated: Meghan Hough, Cody Harmon, and Tailer Speight

CRSP FELLOWS

The inaugural class of CRSP fellows presented their work on April 20, 2016, and we congratulate the fellows on their excellent work during the 2015–16 academic year. We know from their presentations that they truly made a difference in children's lives, and we look forward to hearing more about their careers as they move forward to touch more lives with positive energy, practical skills, and academic rigor.

As we begin the 2016–17 academic year, we are delighted to introduce you to the newest batch of CRSP fellows: Deirdra Bullock, Amanda Dugan, Cody Harmon, Meghan Hough, Louisa Muniain, Rebecca Sherrill, and Tailer Speight.

They all are Master of Social Work students who are selected through the application process to work at the Homewood Children's Village in a program of in-school mentoring for at-risk students in two schools located in the Pittsburgh neighborhood of Homewood. The CRSP fellows will work one on one with children during school hours to help them develop the social and emotional skills that help them to build a solid foundation for academic success.

CUBAN SOCIAL POLICY ISSUES, SPRING BREAK 2017

In collaboration with the University of Pittsburgh Study Abroad Office, we currently are planning for our annual graduate-level Cuban Social Policy Issues course. A select group of 10 students will be admitted to the course, which meets four times for readings, films, and discussion followed by a nine-day trip to the historically rich city of Havana, Cuba, during Pitt's spring recess. Students will research and learn about Cuban social policy and social services and complete a research paper upon returning to the United States. The trip costs about $1,800, and the application deadline is October 31. Details about this trip are available at **crsp.pitt.edu**.

CRSP PILOT FUNDS

We are delighted to announce that two proposals for pilot project funds have been selected for funding:



JAIME BOOTH

"Exploring the Role of Ethnic Identity in Latino Youths' Experience of Acculturation Stress and Its Health Outcomes in an Emerging Latino Community"



LOVIE JACKSON FOSTER

"Design and Evaluation of A+ FamCare: African American Family and Child-affirming Resilience Education: A Tailored Web-based Tool to Teach African American Parents Racial Strengths, Social Problems, and Resilience"

For more details on these promising projects or to apply for funds during the upcoming term, visit our Web site at **crsp.pitt.edu**.

RESEARCH ADVISORY PANELS

The Research Advisory Panels (RAPs) provide the intellectual backbone of CRSP and serve to help select pilot projects sponsored by the center as well as to advise on and help to plan Summer Institute topics. The RAP chairs began the year with a meeting with School of Social Work Dean and CRSP Director Larry E. Davis to outline their plans to build on past accomplishments with an exciting agenda for new research projects in the upcoming academic year. Current RAP chairs are as follows:

CRIMINAL JUSTICE:
Jeffrey Shook, School of Social Work

ECONOMIC DISPARITIES:
Waverly Duck, University of Pittsburgh Department of Sociology

EDUCATIONAL DISPARITIES:
James Huguley, School of Social Work

FAMILIES, YOUTH, AND THE ELDERLY:
Fengyan Tang, School of Social Work

HEALTH:
Daniel Rosen, School of Social Work

INTERRACIAL GROUP RELATIONS:
Ashley Woodson, University of Pittsburgh School of Education

MENTAL HEALTH:
Shaun Eack, School of Social Work

FALL 2016 SPEAKER SERIES

We look forward to another term of intellectual food for thought at our fall speaker series at CRSP. As always, lectures will be held from noon to 1:30 p.m., and lunch will be provided thanks to the ongoing generosity of our fall speaker series sponsor, Buchanan Ingersoll & Rooney PC. See page 4 for a complete list of our scheduled speakers. ■

PITT-ASSISTED COMMUNITIES & SCHOOLS PROGRAM

The mission of the University of Pittsburgh School of Social Work's Pitt-Assisted Communities & Schools (PACS) program is to mobilize University resources to enrich the lives of Homewood, Pa., children and youths while simultaneously advancing the University's commitment to transformative research, teaching, learning, and community impact.

Led by professors **John Wallace Jr.** and **James Huguley**, PACS' goal is to improve academic achievement, physical and mental health, and social and economic outcomes for the children and families who live, learn, work, and play in this Pittsburgh neighborhood.

THE STRATEGY TO ACCOMPLISH THIS GOAL IS FIVEFOLD:

1. Assess the presence and effectiveness of Pitt's existing programs and activities in Homewood's Westinghouse Academy 6–12 school feeder pattern network (hereafter referred to as the Westinghouse network).
2. Coordinate and streamline existing programs and activities in accordance with state-of-the-art evidence-based individual and coordinated program practices.
3. Match unmet network needs with corresponding University resources.
4. Recruit, train, and deploy students, faculty, staff, and other resources to support students and families in the Westinghouse network.
5. Evaluate the impact of Pitt's inputs over time, using both formative and summative assessments, to inform subsequent program iterations.

HIGHLIGHTS OF PACS

College in High School Launches at Pittsburgh Westinghouse Academy

College in High School (CHS) is a concurrent enrollment program that has been in operation through Pitt's Kenneth P. Dietrich School of Arts and Sciences for the past 35 years. CHS currently has partnerships with more than 120 high schools in Pennsylvania. More than 3,000 students are involved in Pitt courses taught at their high school. For the 2016–17 school year, CHS is partnering with Pitt's School of Social Work to offer the first College in High School social work course, Introduction to Social Work. This course is offered to juniors and seniors at Pittsburgh Westinghouse Academy 6–12. Students who participate in the course will earn three Pitt college credits and have their application fee waived if they apply to Pitt.

The School of Social Work is committed to providing more than $5,000 in financial support for participating students' tuition and supplies for the course. Keith Caldwell, assistant professor and director of the school's Bachelor of Arts in Social Work program, is the faculty liaison for the Introduction to Social Work course at Pittsburgh Westinghouse. PACS also is coordinating a number of course-related events for this inaugural high school course, including a special book talk by Dean Larry Davis to support students' learning as they read his book, *Why Are They Angry with Us? Essays on Race*. This PACS initiative aims to improve college access by exposing students to the rigors of a college course and supporting students as they meet the attendant challenges.

Center on Race and Social Problems Continues to Support Fellows at the Homewood Children's Village

Since 2011, the Center on Race and Social Problems (CRSP) has provided 42 fellows to the Homewood Children's Village to support the social workers at Pittsburgh Faison K–5, Pittsburgh Lincoln PreK–5, and Pittsburgh Westinghouse Academy 6–12. The CRSP fellows program works to meet the needs of the community schools in the Westinghouse network. The School of Social Work and CRSP have provided more than $100,000 to support CRSP fellows' stipends. Currently, there are seven CRSP fellows placed at Pittsburgh Faison and Pittsburgh Lincoln for the 2016–17 academic year.

In addition to providing support in the form of the Introduction to Social Work course and the CRSP fellows, PACS also is actively looking to support the needs of the Westinghouse Network schools. By actively connecting with the community and the schools, PACS is demonstrating meaningful engagement in support of transformative impact. ■


John Wallace Jr.


James Huguley

CLASS NOTES

Elana Devora Clavner (BASW '88) was appointed director of KECamps at Signature of Solon Country Club in Solon, Ohio. This eight-week day camp features weekly themes along with Thankful Thursday, a social action project. When she is not playing in the pool or taking golf lessons, Clavner is the third-grade teacher at St. Stanislaus School in Cleveland, Ohio.

David C. Droppa (MSW '67) was appointed director of the social work program at Seton Hill University in the fall of 2015. He led a multidisciplinary research team to complete a study on community perceptions about diversity in Westmoreland County, Pa., completed in 2015, and published an article about collaboration failure, also in 2015.

Kathy Kroeger (MSW '06) received the inaugural Pamela J. Cousins Excellence in Social Work Award from the Master of Social Work program at the University of Pittsburgh at Bradford. Kroeger received a congratulatory note from Senator Robert P. Casey Jr.



Pitt Career Network

Register to serve as a mentor to a current student or to network with fellow alumni.

The Pitt Career Network is an online networking service for Pitt alumni and students that provides the opportunity to discuss careers and job prospects, learn about your field in new places, have a positive impact on someone's future, and make valuable connections with other alumni.

For more information and to sign up, visit **alumni.pitt.edu/alumni/resources/career-resources**.

Keep Us Posted!

The School of Social Work wants to know what's new with you.

Tell us about career advancements, papers, honors, and achievements, and we'll include this information in our Class Notes section. Simply visit **socialwork.pitt.edu/alumni/alumniupdates.php** and submit your name, degree(s) and graduation year(s), and the information you'd like to highlight (be sure to include locations and dates).

If you wish to include a photo, please make sure the file size is at least 1 megabyte to ensure proper print quality. We accept TIF, EPS, and JPG files.

IN MEMORIAM

Jacquelyn Naughton
(MSW '76)

Andrew Joseph Toth Jr.
(BASW '05, MSW '06)

Michael R. Williams
(PhD '84)

We Are Looking for You!

The School of Social Work is seeking alumni who might be interested in becoming field instructors for our students.

If you are interested in becoming a field instructor, please visit **socialwork.pitt.edu/academics/field-education** for more information.

Did You Know?

The VanKirk Career Center is open to alumni as well as students from the School of Social Work.

Our specialization in social work careers will provide you with the information and connections necessary to empower people, lead organizations, and grow communities. The VanKirk Career Center hosts student and alumni networking events and career development workshops throughout the year. Our free job posting service provides employers with a direct connection to the region's top talent.

Visit **socialwork.pitt.edu/student-resources/career-services.php** for full details on upcoming events or to schedule an appointment.

FIND US ONLINE!

Find us on **Facebook** by searching for PittSSW

Follow us on **Twitter**: @PittSocialwork

University of Pittsburgh

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Grow Communities

All lectures are from noon to 1:30 p.m. in the School of Social Work Conference Center, 2017 Cathedral of Learning.

Lunch will be provided; registration is not required. For more information, visit **socialwork.pitt.edu** or call **412-624-6304**.

CENTER ON RACE AND SOCIAL PROBLEMS
BUCHANAN INGERSOLL & ROONEY PC FALL 2016 SPEAKER SERIES



TUESDAY, SEPTEMBER 20, 2016
"Why Diversity Programs Don't Work"
FRANK DOBBIN, Professor of Sociology, Harvard University



WEDNESDAY, OCTOBER 19, 2016
"Residential Segregation: What Are the Remedies?"
RICHARD ROTHSTEIN, Research Associate, Economic Policy Institute



TUESDAY, NOVEMBER 8, 2016
"Race and Gender in the Police: Beyond the Blue Uniform"
MAURITA BRYANT, Assistant Superintendent, Allegheny County Police



TUESDAY, DECEMBER 6, 2016
"Just Discipline and the School-to-Prison Pipeline in Greater Pittsburgh: Local Challenges and Promising Solutions"
JAMES HUGULEY, Assistant Professor, University of Pittsburgh School of Social Work

SCHOOL OF SOCIAL WORK 2016–17 SPEAKER SERIES



THURSDAY, SEPTEMBER 29, 2016
"What Does Prevention Look Like?"
PATRICIA M. MARTIN, Presiding Judge, Child Protection Division, Circuit Court of Cook County, Ill.



WEDNESDAY, OCTOBER 12, 2016
Raymond R. Webb Jr. Lecture
"Are Children and Women for Sale? Yes, and It's a $150 Billion Industry"
NOËL BUSCH-ARMENDARIZ, Professor; Associate Dean for Research; and Director, Institute on Domestic Violence and Sexual Assault, University of Texas at Austin School of Social Work



THURSDAY, DECEMBER 1, 2016
"Understanding Collaboration from the Ground Up to Advance Evidence-based Practices"
BRIAN SCHREIBER, President and CEO, Jewish Community Center of Greater Pittsburgh



WEDNESDAY, FEBRUARY 22, 2017
Sidney A. Teller Lecture
"Radical Love in an Age of Racial Oppression: Social Work, Social Change, and the Politics of Unflinching Inclusivity"
JOHN L. JACKSON JR., Dean, University of Pennsylvania School of Social Policy & Practice



TUESDAY, MARCH 14, 2017
WORLD SOCIAL WORK DAY LECTURE
"The 'Greening' of Social Work: Striving for Environmental Justice"
MICHAEL S. CRONIN, Associate Professor and Coordinator, Concentration in International and Community Development, Monmouth University School of Social Work